

Kentucky Officer Assessment Board (KY-OAB)

Individual Feedback Form Description and Instructions

Background

The Officer Assessment Board and Feedback is a systematic, standard based process that was developed to provide career development, mentorship and feedback to our officers. It was also designed to assist senior leaders in selecting the best officer for positions.

General

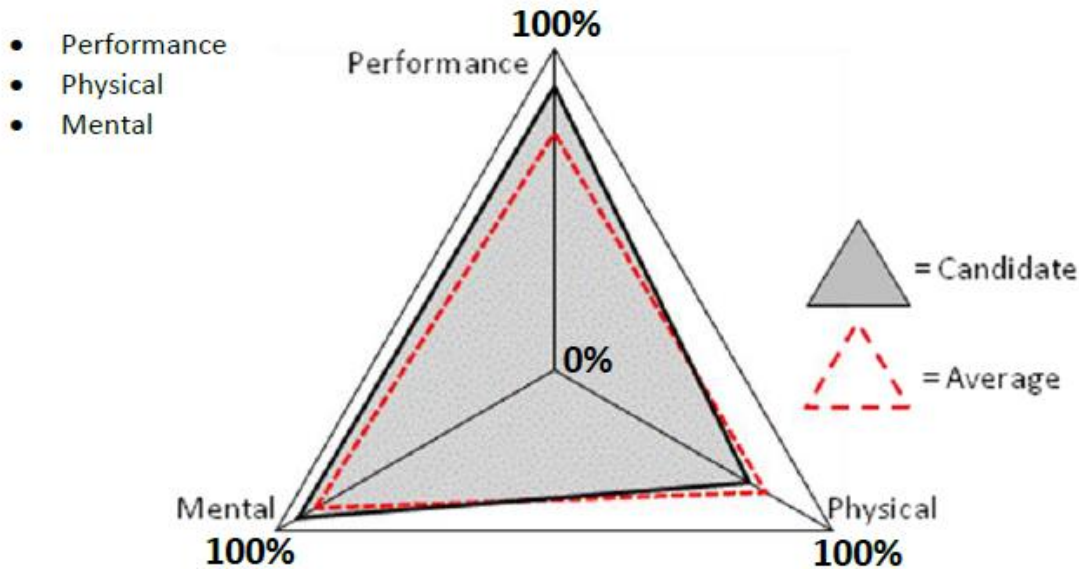
The Individual Feedback Form is a compilation of objective and subjective feedback for each officer as noted by the Board Members. This feedback is specific to the officer, though it provides the opportunity to compare to the averages for their primary peer group.

Administrative information at the top is “as of” the board data cut-off date (4 September 2018).

Each Rater must personally counsel their subordinate officers on the feedback using this form. Rater and rated officer will sign the form; rater will provide the rated officer a copy and file a copy in the officer’s Leadership Development binder/folder. During the counseling session, it is recommended to have the officer’s ORB and applicable branch career track table from DA Pam 600-3, Commissioned Officer Professional Development and Career Management. Keep in mind when discussing career tracks to recommend those broadening assignments, i.e., ROTC, T10 tours, IG, etc. This feedback is intended to assist in career development and awareness. Officers are reminded that this personal feedback is not intended for others.

Overall Assessment

The Overall Assessment is a composite of many elements the Officer was assessed in, grouped into three general dimensions:



The shaded triangle represents the candidate's overall score in each of the three areas. From the center of the triangle, each corner indicates the candidate's score along a particular axis. The triangle formed by the dashed lines represents the average scores for the officer's primary peer group as indicated. The outer triangle represents a perfect score in that dimension.

Military Education

- The candidate's current military education level, as reflected in SIDPERS at the time of the board, is listed in the box at the top of the section.
- The pie charts display the percentages of each of the military education levels held by all of the candidates in the indicated populations. For CPT(P) – LTC, ILE enrolled means the officer has completed ILE-CC but not Advance Operations Course (AOC) or does not have a Functional Area (FA).

Civilian Education

- The candidate's current civilian education level, as reflected in SIDPERS at the time of the board, is listed in the box at the top of the section.
- The pie charts display the percentages of each of the civilian education levels held by all of the candidates in the indicated populations.
 - FPD = First Professional Degree
 - UNK = Unknown means that the officer's education level was blank

APFT

- The candidates' current APFT score in SIDPERS, as reflected in records at the time of the board, is listed in the box at the top of the section.

- Each column indicates the candidate's percentile amongst the APFT scores of all of the candidates in the indicated population (this is not the Soldiers APFT percentage).

OER Performance

- The Average (blue) column indicates the average performance in the profile section of the evaluated OERs.
- The Candidate (red) column indicates the candidate's performance in the profile section of the evaluated OERs.
- If there is not a red column, then the officer's performance in the profile section of the evaluated OERs was so low as to not register against their peers.

Individual Feedback Form - Board Narrative Feedback (back)

Board Comments on Performance and Potential

- These comments are an aggregate interpretation and recap of the Soldier's performance and potential over their last four OERs. This provides a performance description of the Soldier during this period.

Primary Area of Concentration (PAOC) Duty & Focus Comments

- These comments reflect the Board's assessment of career performance and track in the officer's primary specialty over the length of their career. These comments reflect the Soldier's career, and positions held relative to the generally accepted career path of an officer in that Branch/AOC.

Diversity/Challenge Comments

- These comments reflect the Board's assessment of the officer's broadening experiences over the span of their career. The board reviews assignment history, type of assignment, and relative challenge of assignment. Feedback is aimed at assessing/assisting officers to become broad based, well rounded, and capable.

DA Photo Comments

- These comments reflect the Board's assessment of the officer's DA Photo for appearance, correctness, and professionalism.
- Soldiers without issues or who do not have a DA photo on file may not receive comments in this block.